

VACANCY ANNOUNCEMENT # 14/03/14

GARDENER FSN-2 (OR); FP-DD (NOR)

From: Human Resources Office
Open to: All interested candidates
Opening Date: March 21, 2014
Closing Date: April 4, 2014
Work Hours: Full-time – 40 hours per week
Desired Start Date: May 5, 2014

ALL ORDINARILY RESIDENTS (OR) APPLICANTS (see Appendix A) MUST HAVE AND MUST SUBMIT THE REQUIRED WORK AND/OR RESIDENCY PERMITS TO BE ELIGIBLE FOR CONSIDERATION.

The U.S. Embassy is seeking an individual for the position of Gardener in the Facilities Maintenance Section (FAC).

BASIC FUNCTION OF POSITION

Maintain gardens and lawns at designated U.S Government residences to include, but not limited to all indoor/outdoor plants, transplanting, pruning, fertilizing, tree care and proper irrigation, as required. Prepare soil to maintain required Ph levels. Perform routine maintenance and cleaning to including, but not limited to swimming pool and surrounding areas.

Please note: At the end of this Vacancy announcement you will find a complete list of the major duties and responsibilities of the position as defined in the Position Description.

QUALIFICATIONS REQUIRED

ALL APPLICANTS MUST ADDRESS EACH SELECTION CRITERION DETAILED BELOW WITH SPECIFIC AND COMPREHENSIVE INFORMATION SUPPORTING EACH ITEM. IF THIS INFORMATION IS NOT PROVIDED, THE APPLICATION WILL NOT BE CONSIDERED.

1. Education: Completion of Secondary school is required.

2. Experience: Two years of gardening/landscaping experience is required and one year of experience in residential pool maintenance routines is required.

3. Language: Level IV (Fluent) Speaking/ Reading Spanish ability is required. This will be tested.

4. Job Knowledge: Must have knowledge of landscaping techniques, good working knowledge of how to plant and care for plants and flowers typical of the area is required. Must have knowledge of pool equipment and general pool maintenance routines.

5. Skills and Abilities: Must have prior experience with the main equipment and tools of the trade. Must be able to operate irrigation systems, pool equipment, and motorized lawn tractors. Must be able to perform moderate to arduous physical exertion.

SELECTION PROCESS

When equally qualified, U.S. Citizen Eligible Family Members (USEFMs) and U.S. Veterans will be given preference. Therefore, it is essential that the candidate address the required qualifications above in the application.

ADDITIONAL SELECTION CRITERIA

1. Hiring Office will receive qualified applications in the following order:
 - a. applicants with hiring preference (U.S. EFMs and U.S. Veterans),
 - b. internal candidates, and
 - c. external candidates
2. Management will consider nepotism/conflict of interest, budget and residency status in determining successful candidacy.
3. Current employees serving a probationary period are not eligible to apply.
4. Current Ordinarily Resident (OR) employees with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their most recent Employee Performance Report are not eligible to apply.
5. Currently employed U.S. Citizen EFMS who hold a Family Member Appointment (FMA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment.
6. Currently employed NORs hired under s Personal Services Agreement (PSA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment unless currently hired into a position with a When Actually Employed (WAE) work schedule.
7. U.S. Eligible Family Members (USEFMs), Eligible Family Members (EFMs), and Members of Household (MOH) are required to have at least one year remaining at post in order to

apply for locally recruited positions.

TO APPLY

Interested candidates for this position must submit the following for consideration of the application:

1. [Universal Application for Employment \(UAE\)](#) as a Locally Employed Staff of Family Member (DS-174); or
2. A current resume or curriculum vitae that provides the same information found on the UAE (see Appendix B); or
3. A combination of both; i.e. Sections 1-24 of the UAE along with a listing of the applicant's work experience attached as a separate sheet; plus
4. LE Staff applicants from within the Mission should also fill out the [Memorandum of Application](#) and attach a current resume.
5. Candidates who claim U.S. Veterans preference must provide a copy of their DD-214 form with their application. Candidates who claim conditional U.S. Veterans preference must submit documentation confirming eligibility for a conditional preference in hiring with their application. Please refer to [Veteran's Services](#) for further guidance.
6. Any other documentation (e.g., essays, certificates, awards) that addresses the qualification requirement of the position as listed above.

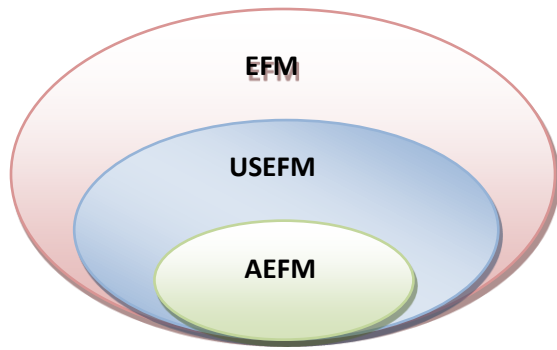
Submit applications to:

limarecruitment@state.gov

- Please be sure to send all requested information as **one document**, multiple attachments will not be accepted.
- The maximum size of the e-mail should be 5MB. If you exceed this size, the application will be automatically rejected by the system.
- Applicants will be contacted via e-mail only.
- Once you submit your application you will receive an automated response with guidance on how the recruitment process is handled.

Appendix A

DEFINITIONS



This diagram demonstrates how an Appointment Eligible Family Member (AEFM) is also a US-citizen Eligible Family Member (USEFM) as well as an Eligible Family Member (EFM).

1. **Eligible Family Members:** An individual related to s U.S. Government employee in one of the following ways:

- Spouse or same-sex domestic partner (as defined in [3FAM 1610](#));
- Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term shall include, in addition to natural offspring, stepchildren and adopted children and those under legal guardianship of the employee or the spouse when such children are expected to be under such legal guardianship until they reach 21years of age and when dependent upon and normally residing with the guardian;
- Parent (including stepparents and legally adoptive parents) of employee or of the spouse, when such parent is at least 51 percent dependent on the employee for support;
- Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, or of the spouse, when such sibling is at least 51 percent dependent on the employee for support, unmarried, an under 21 years of age, or regardless of age, incapable of self-support.

2. **US Citizen Eligible Family Member (U.S. EFM):** For purposes of receiving a preference in hiring for a qualified position, an EFM who meets the following criteria:

- U.S. citizen; and,
- EFM (see above) at least 18 years old; and,
- Listed on the travel orders of a direct-hire Foreign, Civil or uniformed service member assigned to or stationed abroad with a USG agency that is under COM authority, or at an office of the American Institute in Taiwan; and either:
 1. Resides at the sponsoring employee's or uniformed service member's post of assignment abroad or at an office of the American Institute in Taiwan; or
 2. Resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under [3FAM 3232.2](#)

3. **Appointment Eligible Family Member (AEFM):** EFM (see above) eligible for a Family Member Appointment for purposes of Mission employment:

- Is a U.S. citizen; and
- Spouse or same-sex domestic partner (as defined in [3FAM 1610](#)) or a child of the sponsoring employee who is unmarried and at least 18 years old; and
- Is listed on the travel orders or approved form OF-126, Foreign Service Residence and Dependency Report, of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed service member who is permanently assigned to or stationed abroad at a U.S. mission, or at an office of the American Institute in Taiwan (AIT), and who is under chief of mission authority; and
- Is residing at the sponsoring employee's post of assignment abroad or, as appropriate, office of the American Institute in Taiwan.
- Does not receive a Foreign Service or Civil service annuity.

4. Member of Household (MOH): An individual who accompanies a direct-hire Foreign, Civil or uniformed service member permanently assigned or stationed at a U.S. Foreign Service post or establishment abroad, or at an office of the American Institute in Taiwan. A MOH is:

- Not an EFM; and
- Not on the travel orders of the sponsoring employee; and,
- Has been officially declared by the sponsoring USG employee to the COM as part of this/her household.

A MOH is under COM authority and may include a parent, unmarried partner, other relative or adult child who falls outside the Department's current legal and statutory definition of family member. A MOH does not have to be a U.S. citizen.

5. Not Ordinarily Resident (NOR): An individual who:

- Is not a citizen of the host country; and,
- Does not ordinarily reside (OR, see below) in the host country; and,
- Is not subject to host country employment and tax laws; and,
- Has a US Social Security Number (SSN).

NOR employees are compensated under a GS or FS salary schedule, not under the LCP.

6. Ordinarily Resident (OR): A Foreign National or U.S. citizen who:

- Is locally resident; and,
- Has legal, permanent resident status within the host country; and,
- Is subject to host country employment and tax laws.

EFMs without U.S. Social Security Numbers are also OR. All OR employees, including U.S. citizens are compensated in accordance with the Local Compensation Plan (LCP).

If an applicant is submitting a resume or curriculum vitae, s/he must provide the following information equal to what is found on the UAE. Failure to so will result in an incomplete application.

- A. Position Title
- B. Position Grade
- C. Vacancy Announcement Number (if known)
- D. Dates Available for Work
- E. First, Middle & Last Names as well as any other names used
- F. Current Address, Day, Evening, and Cell phone numbers
- G. U.S. Social Security Number and/or Identification Number
- I. Eligibility to work in the country (Yes or No). Please attach copy of DNI or work permit
- J. Special Accommodations the Mission needs to provide (Yes or No; if yes, provide explanation)
- K. If applying for position that includes driving a U.S Government vehicle, Driver's License Class/Type. Please attach copy of document
- L. Days available to work
- M. List any relatives or members of your household that work for the U.S. Government (include their Name, Relationship, & Agency, Position, Location)
- N. U.S. Eligible Family Member and Veterans Hiring Preference
- O. Education
- P. License, Skills, Training, Membership, & Recognition
- Q. Language Skills
- R. Work Experience
- S. References

CLOSING DATE: April 4, 2014

The U.S. Mission in Peru provides equal opportunity and fair equitable treatment in employment to all people without regard to race, color, religion, sex, national origin, disability, age, or sexual orientation. The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs.

The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.

Major Duties and Responsibilities of the Position

- Reports directly to Gardener Supervisor on the day-to-day tasks.
- Rating official is the FAC Residential Maintenance Supervisor.
- Plants and maintains gardens and lawns at designated U.S. Government residences.
- Properly prepares soil for all plants; cultivates garden vegetable plants and flowering plants, perennial and annual flowers and other required plants typical of the area.
- Pot certain flowers and plants for indoor displays and may grow flowers and plants in a greenhouse and/or designated area.
- Repair as necessary the grass areas damaged by normal foot traffic or pests.
- Weed the grounds and gardens on a continuous basis to prevent the growth spread into lawn and landscapes.
- Performs pool maintenance, included but not limited to: pool area cleaning, vacuuming, recirculation, water analysis, etc.
- Perform minor maintenance procedures to pool equipment, gardening tools and motorized equipment.
- Perform cleaning routines to surrounding areas of the residence included but not limited to: terrace, patios, walkways, garage.
- May assist FAC technicians in maintenances tasks at the residence.
- May be required to act as an escort for contractors and vendors.
- Other duties as assigned.(i.e. support special events, serve as a waiter, escort, etc)

Traducción no oficial

Calificaciones:

1. Educación: Secundaria Completa.
2. Experiencia: Dos años de experiencia en jardinería y un año de experiencia en mantenimiento de rutina de piscinas es requerido.
3. Idioma: Español fluido.
4. Conocimientos: Debe tener conocimiento de técnicas de jardinería, cuidado de plantas y flores. Debe tener conocimiento del equipo y mantenimiento de piscinas.
5. Habilidades: Experiencia en el uso de herramientas de jardinería. Debe poder operar sistemas de irrigación, equipos de piscinas y cortadoras de césped motorizadas. Debe ser capaz de realizar un trabajo físico moderado.

Función Básica del Puesto:

Mantener los jardines y el césped en las residencias designadas del Gobierno de EE.UU. Las

funciones incluyen todas las plantas de interior / exterior, trasplante, poda, fertilización, cuidado de los árboles y riego adecuado, según sea necesario.

Preparar el suelo para mantener los niveles de pH requerido.

Realiza mantenimiento de rutina y limpieza de la piscina y las zonas aledañas.

Funciones y Responsabilidades:

- Reporta sus funciones diarias directamente al supervisor de Jardineros.
- Es evaluado por el Supervisor de Mantenimiento.
- Siembra y mantiene los jardines y el césped en las residencias propiedad del Gobierno de EE.UU.
- Prepara el suelo para todas las plantas, cultiva plantas vegetales de jardín y plantas con flores, flores de estación y permanentes y otras plantas requeridas.
- Siembra en macetas flores y plantas para interiores y puede cultivar flores y plantas en un invernadero y /o área designada.
- Repara según sea requerido las áreas de césped dañadas por el tránsito peatonal normal o plagas.
- Retira la mala hierba de los jardines continuamente para evitar la propagación en el césped
- Realiza el mantenimiento de la piscina, que incluye: la limpieza zona de la piscina, aspirar, recirculación, análisis de agua, etc.
- Realiza procedimientos de mantenimiento menores al equipo de la piscina, herramientas de jardinería y equipos motorizados.
- Realiza la limpieza de las zonas aledañas de la residencia: terraza, patios, pasillos, garaje, etc.
- Puede ayudar a los técnicos en tareas de mantenimiento en la residencia.
- Puede ayudar como escolta de los contratistas y vendedores.
- Otros deberes según sean asignados: ayudar en eventos especiales, ayudar como mesero, etc.

PLAZO PARA POSTULAR: 4 de abril de 2014
